

Approved 4/13/15

Franklin County Library Board of Trustees
Minutes of January 12, 2015, Meeting

Board Members Present: Rita Shoemaker, Darby Cannon, Debbie Flowers, Wayne Miller, Nancy White, Doris Bell, Logan Mathis, Cheryl Slater, Travis Moon (late)

Library Staff Present: Rosie Chitwood, Emma Lecroy, Kathryn Ames, Lorena Gay-Griffin

Rita called the meeting to order.

Nancy White made the motion to approve the minutes and Darby seconded the motion. The motion was unanimously approved.

Cheryl made the motion to adopt the agenda and Wayne seconded the motion. The motion was unanimously approved.

There were no public comments.

Rita introduced Lorena Gay-Griffin who is our region's new outreach librarian and Doris Bell who represents Canon.

Local library report from Lavonia: Emma noted the \$1,500 donation from Fanello Industries for the Lavonia renovation effort.

Local library report from Royston: Rosie said that the books from the Libri Foundation grant have arrived. Donations were received from the Royston Friends and Royston LLC. Two employees resigned and two new employees were hired. The toilet overflow issue was noted as were problems with the electrical outlets under the circulation desk that don't work.

Kathryn gave the financial report. There are still some issues with unresolved construction problems at Royston and there is \$24K left in construction funds. She will ask Mike Cartner for an estimate to fix the cracks in the building. All of the security items may not have been taken care of yet. The financial report is a good one—over 54% of revenue has been collected and the Royston and Lavonia gift accounts are in good shape. The additional funds approved by the Board of Commissioners are now being collected.

Kathryn also gave the director's report. She said that she is now working part-time. Lorena reviewed results of the patron survey. An upcoming effort will be made to have people sign cards that support asking the legislature to approve money for collections; the cards will be delivered in person to the state legislators. Libraries will be receiving display materials to publicize this effort. Lorena also gave a report on the strategic plan, noting that most targets have been met. A new handout given to trustees included information on Royston and Lavonia website use. Hot dog day will be January 29. Efforts will be made that day to promote more money for books/materials, seeking approval for the construction project in Bogart, and MRR grants.

Rita will send trustees an e-mail with legislator contact information.

Under new business, there was discussion about the beginning of Phase II of the Lavonia Carnegie renovation project and the best way to ensure that the board has some input to interior changes before the city gets too far into the renovation. After more discussion, a motion was made to establish a board committee made up of Rita and one other Franklin County board member and appointed local Friends representatives to meet with city manager Gary Fesperman to talk about interior changes. The motion was made by Cheryl and seconded by Darby. It was approved unanimously. Lorena also asked to be part of the committee.

Rita reviewed the city of Royston budget proposal for the library building. She said that the city also wants copies of warranties associated with heating/air and security systems. Regarding increased funding request from the city, Kathryn suggested that if city of Royston employees receive a pay increase that we should ask for the same increase for library employees. Both health insurance and teacher's retirement fund expenses are expected to rise.

Rita said that it is time to go before the fiscal year government funding agencies to request funds for the 2015/2016 year. Kathryn suggested that a board committee meet with Mamie Simonds (ARLS business manager) to get updated information about the outlook for health insurance and teacher's retirement fund increases. A motion was made for the committee to be formed. Cheryl made the motion, Darby seconded it, and it was approved unanimously. The committee will consist of Rita and Cheryl.

Lorena said that she can pull comments from the customer survey that can be shared with the Lavonia city manager regarding the renovations at the Carnegie library.

Trustees received a handout from the state library that shows the legislative districts for each library system to make it easier for us to contact our state legislators.

Rita told Kathryn that we regret seeing her leave us and thanked her for her leadership and all she has done for our libraries.

Cheryl made the motion to adjourn the meeting, Nancy seconded it, and the motion passed unanimously.

Minutes prepared by Cheryl Slater, Board secretary

OGLETHORPE COUNTY LIBRARY BOARD

2015-2016

NAME ADDRESS PHONE	APPOINTED BY	TERM EXPIRES	FULL TERM BEGAN
Ms. Phyllis Jackson (retired teacher/ecologist) 381 Blacksnake Rd. Arnoldsville, GA 30619 706-543-2656 706-540-8252 (cell) phyljack@yahoo.com	Co. Comm. in 10/14	Dec. 31, 2019	01/01/2014
Ms. Alice Hughes (retired) 1042 Parkview Rd. Winterville, GA 30683 706-742-7560 sevenosix@windstream.net	Co. Comm. in 10/2010	Dec. 31, 2015	unexpired
Ms. Miriam Shook (media specialist OCPS) 169 Bridges Drive Winterville, GA 30683 (706)410-4569 (706)743-8194 miriamshook@gmail.com	Bd. Ed. in 10/2010	Dec. 31, 2016	unexpired
Mr. Tom Gresham (archeologist) 154 Timberland Trail Arnoldsville, GA 30619 (706)742-7195 (H) (706) 546-1850 (Work) gistom@windstream.net ARLS Board Representative	Co. Comm. in 10/2006	April 30, 2017	05/01/07
Mr. Howard Shapiro (retired) PO Box 418 Lexington, GA 30648 (706)338-7348 ivy Maus3@gmail.com ARLS Board Representative	Bd. Ed. in 7/2011	July 30, 2016	07/01/11
Mrs. Jean Westmacott (Chair) (artist) 59 Oconee Forest Rd. Stephens, GA 30667 (706) 759-3798 (H) (706) 372-1334 jeanwestmac@gmail.com ARLS Board Representative	Co. Comm. in 7/1/2011	July 30, 2016	07/01/11

OGLETHORPE COUNTY LIBRARY BOARD

2015-2016

NAME ADDRESS PHONE	APPOINTED BY	TERM EXPIRES	FULL TERM BEGAN
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Mr. Bill Cabaniss (retired banker)
 PO Box 710134
 Maxeys, GA 30671
 706-759-3321
 706-207-6014 (cell)
bcab@windstream.net

Co. Comm.
 in
 10/14

April 30, 2015

unexpired

Ms. Kate DeWolf (at home parent)
 205 Hardwood Rd.
 Lexington, GA 30648
 (706) 743-7387
 (706) 201-3650
katedewolf3@gmail.com

Co. Comm.
 in
 8/2013

Dec. 31, 2018

08/01/13

Ms. Brenda Moody (Financial Officer)
 (Customer Relations ATC)
 1238 Union Point Rd.
 Stephens, GA 30667
 706-207-9319
bmoody1000@aol.com
bmoody@athenstech.edu

Co. Comm.
 in
 12/2010

Dec. 31, 2019

01/01/2014

VACANT

Co. Comm.

Dec. 31, 2015

unexpired

Ms. Katie Baldwin (asst. principal OCES)
 342 Arnoldsville Rd.
 Arnoldsville, GA 30619
 706-743-8194(W)
 706-340-6328
kbaldwin@oglethorpe.k12.ga.us

Bd. Ed.
 In
 6/2012

Dec. 31, 2019

05/01/14

Ms. Valerie Bell, Director
vbell@athenslibrary.org
 (706) 613-3650

Ms. Lorena Gay-Griffin, Outreach Librarian
lggriffin@athenslibrary.org
 (706) 613-3650 x347

Ms. Tiffany Speed, (serves as Secretary of Board)
 Oglethorpe County Library Branch Manager
tspeed@athenslibrary.org
 (706) 743-8817

Franklin County Library Board of Trustees Members
2014 - 2015

Representation & Term	Contact Information
City of Canon (1 st full term expires 6/30/2017) Profession: retired	Doris Bell dorisandlynn@aol.com
City of Carnesville (2 nd full term expires 6/30/2017) Profession: retired	Nancy White 8921 Ila Road Carnesville, GA 30521 nwhite@windstream.net 706-384-2685
City of Franklin Springs Regional Board Member (2 nd full term expires 6/30/2016) Profession: retired	Cheryl W. Slater P. O. Box 745 Royston, GA 30662 mrswaltslater@aol.com 706-246-9599 (home) 913-708-2088 (cell)
Franklin County Board of Commissioners Junior Co-chair (1 st full term expires 6/30/2017) Profession: retired educator	Darby Cannon, III P. O. Box 771 Lavonia, GA 30553 drbyca@aol.com 706-356-8131
Franklin County Board of Commissioners (1 st full term expires 6/30/2017) Profession: retired	Debbie Flowers 300 Rue Saint Joan Lavonia, GA 30553 debbief@gumlog.net 706-356-5121
Franklin County Board of Commissioners Regional Board Member (2 nd full term expires 6/30/2015) Profession: retired	Wayne Miller 89 Place De Le Toile Lavonia, GA 30553 wmiller@windstream.net 706-356-3384

Franklin County Board of Education	(Vacant and expired)
Franklin County Board of Education Vice Chair (1 st full term expires 6/30/2015) Profession: retired educator	Travis Moon 165 Tugalo Point Lavonia, GA 30553 706-356-8642 tlmoon@windstream.net
City of Lavonia (1 st full full term expires 6/30/2015) Profession : retired	Logan Mathis P. O. Box 723 Lavonia, GA 30553 lhmacm@windstream.net 706-356-8994
City of Royston Senior Co-Chair (1 st full term expires 6/30/2015) Profession: Franklin Co. Mentor Program	Rita Shoemaker 106 Franklin Springs Street Royston, GA 30662 ritabshoe@hotmail.com 706-245-7374 (home) 404-906-9653 (cell)

Library Personnel

Director Athens Regional Library System	Valerie Bell vbelle@athenslibrary.org 706-613-3669
Outreach Librarian	Lorena Gay-Griffin lggriffin@athenslibrary.org 706-613-3650 ext 347
Lavonia Branch Manager	Emma LeCroy elecroy@athenslibrary.org 706-356-4307
Royston Branch Manager	Rosemary Chitwood rchitwood@athenslibrary.org 706-245-6748

Franklin County Library Board of Trustees Members
2015 - 2016

Representation & Term	Contact Information
City of Canon	Vacant term expires 6/30/17
City of Carnesville (2 nd full term expires 6/30/2017) Profession: retired	Nancy White 8921 Ila Road Carnesville, GA 30521 nwhite@windstream.net 706-384-2685
City of Franklin Springs Secretary Regional Board Member (2 nd full term expires 6/30/2016) Profession: retired	Cheryl W. Slater P. O. Box 745 Royston, GA 30662 mrswaltslater@aol.com 706-246-9599 (home) 913-708-2088 (cell)
Franklin County Board of Commissioners Junior Co-chair Regional Board Member (1 st full term expires 6/30/2017) Profession: retired educator	Darby Cannon, III P. O. Box 771 Lavonia, GA 30553 drbyca@aol.com 706-356-8131
Franklin County Board of Commissioners (1 st full term expires 6/30/2017) Profession: retired	Debbie Flowers 300 Rue Saint Joan Lavonia, GA 30553 debbieflowers@truvista.net 706-356-5121
Franklin County Board of Commissioners (1 st full term expires 6/30/18) Profession: retired	Cynthia (Cindy) Bryant P.O. Box 592 Royston, Ga. 30662 (706) 988-2267 cwbryant912@gmail.com

As of 7/1/2015

Franklin County Board of Education (1 st full term expires 6/30/18) Profession: retired	Peggy Berryman P.O. Box 312 Royston, Ga. 30662 (706) 206-5090 mrsb50@hotmail.com
Franklin County Board of Education	Vacant and term has expired
City of Lavonia	Vacant and term has expired
City of Royston Senior Co-Chair Regional Board Member (2 st full term expires 6/30/18) Profession: Franklin Co. Mentor Program	Rita Shoemaker 106 Franklin Springs Street Royston, GA 30662 ritabshoe@hotmail.com 706-245-7374 (home) 404-906-9653 (cell)

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Lavonia Branch Manager	Emma LeCroy elecroy@athenslibrary.org 706-356-4307
Royston Branch Manager	Rosemary Chitwood rchitwood@athenslibrary.org 706-245-6748

approved
7/13/15

Minutes

Franklin County Library Board of Trustees Meeting

April 13, 2015

Lavonia Library

Trustees present: Rita Shoemaker, Darby Cannon, Debbie Flowers, Nancy White, Travis Moon, Wayne Miller, and Cheryl Slater

Library Staff present: Rosie Chitwood, Emma LeCroy, Valerie Bell, and Lorena Gay-Griffin

Rita called the meeting to order and welcomed new regional director Valerie Bell.

The minutes of the January meeting were unanimously approved (motion by Wayne, second by Darby).

The agenda was unanimously modified and adopted to add an item regarding re-nominating Cheryl as one of the Franklin County representatives to the regional board (motion by Cheryl, second by Nancy).

There were no public comments.

Rosie gave the local report for Royston. She noted several items that have been fixed or still need to be addressed to complete the construction project at the library. Regarding Legacy Link individuals who work at the library—there is the possibility that Rosie's time for training these volunteers may be reimbursable. The Royston Friends of the Library will provide funding for temporary part-time summer help. Preparations for summer reading program continue.

Emma gave the local report for Lavonia. Regarding the Libra grant, Emma learned that the Lavonia Friends will not have to match the Libra fund grant, saving the Friends \$350. Preparations for summer reading program continue. Nothing has been done regarding inside renovations at the library.

Lorena gave the regional director's report. She noted that Valerie has joined ARLS as our new director. There has been a focus on providing local newspapers with information on library-related services available at our local libraries. The renovations on the Agricultural Building look good. Rita has been communicating with city manager Gary Fesperman about library needs/use for this building.

Rita led the board in a discussion about our 2015-2016 budget. She presented three options with differing levels of increased spending for the board to consider. After discussion the board unanimously approved asking the Franklin County Board of Commissioners for an increase of \$26,972 (motion by Cheryl, second by Darby). Rita will get on the BOC agenda to bring this request before them.

Rita appointed Darby and Travis to the nominating committee with her for the purpose of nominating individuals to fill the vice-chairman and secretary positions for FY 2015-2016.

Rita noted that Wayne's term at the regional board is ending and a replacement must be named. The board unanimously approved the appointment of Darby to the regional board (motion by Cheryl, second

Franklin County Library Board of Trustees Meeting

Lavonia Carnegie Library

October 12, 2015

Trustees Present: Rita Shoemaker, Nancy White, Cindy Bryant, Debbie Flowers, Peggy Berryman, Cheryl Slater

Library Staff Present: Valerie Bell, Lorena Gay-Griffin, Emma LeCroy

Rita Shoemaker called the meeting to order.

The minutes of the previous meeting were approved (motion by Cheryl, second by Cindy, unanimous approval).

One item was added to the Agenda under New Business—to vote on a new member to represent Franklin County on the Regional Board of Trustees. The revised agenda was adopted (motion by Nancy, second by Cheryl, unanimous approval).

There was no public comment.

Local Reports:

Royston: The new company logo is on the Pharma Tech sponsored sign and was paid for by Pharma Tech.

Lavonia: The Friends of the Lavonia Library will be asked at their meeting tonight about giving money for the Reimagine Your Library Campaign.

Regional Director's Report: Topics covered included upcoming events/activities promoting our Reimagining Your Library Campaign. There was a 25% increase in August and 20% increase in September in card registrations. The statistics report and budget report were covered. Sponsorship of the NEGA Regional Workshop truck is still occurring. Healthcare navigators will be in our libraries to help with healthcare signup from November through January. Regarding the financial report, there was a question about whether money to fix the brick work at the Royston Library has been deducted from the construction fund revenues of \$24,257.22.

The board voted to appoint Cindy Bryant to the ARLS regional board replacing Cheryl Slater (motion by Nancy, second by Cheryl, unanimous approval).

Other Business: \$26,695.87 has been spent on the Lavonia renovations. The issue of paying to move books for flooring replacement was discussed. Valerie suggested that we could have a reopening event for the library after new floors and painting are completed. A committee consisting of Rita, Debbie and Emma was appointed to work on the reopening event. A second topic concerned paying for a doorstop or other means of protecting the front door. The question of a new sign for Royston is still open. Board vacancies for Canon and Royston still exist. There is no current prospect for Canon but one has been identified for Lavonia.

Rita adjourned the meeting (motion by Cheryl, second by Nancy, unanimous approval).

Franklin County Library Board of Trustees Meeting

Lavonia Carnegie Library

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Rita adjourned the meeting (motion by Cheryl, second by Nancy, unanimous approval).

Gifts Lavonia:

Beginning FY16 Balance	3,500.90
Lavonia Gifts FY16	165.00
Lavonia Gift Expenditures FY16	<u>(1,689.20)</u>
Current Balance in Gift Account	<u>1,976.70</u>

Gifts Royston:

Beginning FY16 Balance	2,064.88
Royston Gifts FY16	500.00
Royston Gift Expenditures FY16	<u>(1,118.28)</u>
Current Balance in Gift Account	<u>1,446.60</u>

Fund Equity (Reserve):

Balance at 7/01/15	18,781.05
Less: Reserve for vacation pay	(6,948.75)
Reserved for One Months Operating	<u>(8,454.17)</u>
	<u>3,378.13</u>

ROYSTON CONSTRUCTION FUNDS FY2015/FY2016**REVENUES**

Georgia State Financing Commission	1,270,664.00
Private funds	400,000.00
Interest Private funds	11,161.01
Local Government Funds	<u>68,225.00</u>
TOTAL REVENUES	<u>1,750,050.01</u>

EXPENDITURES

PONDER AND PONDER ARCHITECTS	79,952.75
CONSTRUCTION SPRATLIN	1,514,417.17
Furniture and Fixtures	<u>120,187.09</u>
TOTAL EXPENDITURES	<u>1,714,557.01</u>

REVENUES OVER (UNDER) EXPENDITURES

35,493.00

Sign over
ROY bldg
to city

Ed Andrews.
city mgr ROY

check this
figure

(reinforced corner
is that taken out?)

3yr

ROY & LAV
city SPLOS
to be told o
NO

\$ in
Surrey
Splot
1/28?

FY2016
Franklin County Libraries
July 1, 2015 - December 31, 2016

	<u>Budget Amount</u>	<u>Amount Received</u>	<u>Balance</u>	<u>% of Budget Received</u>
Revenue:				
Franklin County Board of Comm.	32,500.00	16,250.04	16,249.96	50.00%
Franklin County Board of Education	18,225.00	-	18,225.00	0.00% Billed 12/01/2015
City of Lavonia	10,000.00	-	10,000.00	0.00% Billed 12/01/2015
City of Royston	18,000.00	9,000.00	9,000.00	50.00%
City of Carnesville	2,000.00	-	2,000.00	0.00% Billed 12/01/2015
City of Franklin Springs	500.00	-	500.00	0.00% Billed 12/01/2015
City of Canon	600.00	-	600.00	0.00%
Transfer from Reserve	8,225.00	8,225.00	-	100.00%
Royston fines, fees and copy money	7,400.00	4,994.20	2,405.80	67.49%
Lavonia fines, fees and copy money	4,000.00	2,672.02	1,327.98	66.80%
TOTAL REVENUES	<u>101,450.00</u>	<u>41,141.26</u>	<u>60,308.74</u>	<u>40.55%</u>

	<u>Budget Amount</u>	<u>Amount Expended</u>	<u>Balance</u>	<u>% of Budget Expended</u>
Expenditures:				
Regional Share	15,000.00	7,500.00	7,500.00	50.00%
Wages/Benefits	81,950.00	44,979.68	36,970.32	54.89%
Telephone	1,500.00	648.29	851.71	43.22%
Advertising	-	19.75	(19.75)	
Postage	500.00	9.03	490.97	1.81%
Supplies	2,000.00	1,028.50	971.50	51.43%
Computer Maintenance & Software	500.00	-	500.00	0.00%
TOTAL EXPENDITURES	<u>101,450.00</u>	<u>54,185.25</u>	<u>47,264.75</u>	<u>53.41%</u>

Revenue over (under) expenditures - (13,043.99)

Agenda
Franklin County Library Board of Trustees Meeting
October 12, 2015
10:00 a.m. – 12:00 noon at the Lavonia Library
revised 10-7-15

1. Call to order
2. Approval of minutes July 13, 2015 meeting
3. Adoption of agenda
4. Public Comments:

5.. Local Library Reports:

Royston
Lavonia

6. Regional Library Director's Report

7. New Business:

Royston sign

8. Other Business:

Vacancy, City of Canon and Lavonia

Lavonia Library Phase II Renovation Project

Royston Library Building Project Update

Set next meeting date January 11, 2016 Royston Library

10. Adjourn

Lavonia-Carnegie Library

October 12, 2015

Manager's Report for July, August, September

Emma LeCroy, Branch Manager

Quarterly Statistics

	Patron Count	Questions	Computer Use
July	1924	503	978
August	1590	438	1011
September	1530	456	970
TOTAL	5044	1397	2959

Library Activities

Programs

- Regular preschool story time started back on Aug. 18th.
- Registration for SRP was 137 with 54 participants reading the required books or hours. We had 9 programs with a total of 485 attending. And finalized the end of SRP reports, and thank-you letters.
- Awarded four tickets to the "Puppetry Center for the Arts" to a SRP child that completed the required reading.
- The Book Discussion read and discussed "My Accidental Jihad", "A Spool of Blue Thread", and "A Prayer for Owen Meany".

Special Events and Exhibits

- Reader's Advisory for July was "Epistolary Novels", for Aug. was "Novels Set in the South", and for Sept. was "And the Award Goes to..."
- GA. Mountains Workforce Career Coach was at the Library during August.
- Had display for the library card campaign and awarded our four bags to four luck patrons who got new cards
- Have display for Banned Book Week.

Staff Development and Activities

- Attended two Friends meeting this quarter.
- Assisted in preparations for the annual FUN RUN/WALK and the book sale.
- I attended the Branch Manager's meeting in Athens.
- All staff participated in Talking Books training.

Friends

- Renewed subscriptions to seven magazines for a year
- Reserved the booth for the book sale. The GLASS reps. were also at the festival booth.
- Gave money for staff to attend Staff Development Day.
- Purchased new chair for circ. Desk.

Donations

- \$165 in memorials.
- \$10 anonymous donor



Royston Public Library

Athens Regional Library System

October 12, 2015

Manager's Report for July-September, 2015

Rosie Chitwood, Branch Manager

Quarterly Statistics

	Patron Count	Questions	Computer Use
July	3,907	1,849	2,399
August	4,198	1,865	2,666
September	3,473	1,621	2,277
TOTAL	11,578	5,335	7,342

Library Activities

Programs

- Registration for SRP was 300, with 131 participants reading 54 books or 27 hours. Twenty-two programs were presented with 979 attending.
- Sixty teens signed up for YA summer program. Twenty read 10 books.
- C2C book group read and discussed *Something Borrowed*, *Home Repair*, and *Savannah from Savannah*.
- Nine basic computer classes have been conducted with 32 patrons attending.

Special Events and Exhibits

- Georgia Mountains Workforce Development Career Coach provided services for 15 people from our area.
- Readers' Advisory for July was "Epistolary Reads", August was "Novels Set in the South", and September was "And the Award Goes to..."

Staff Development and Activities

- PINES Mini-Conference at A-CCL was attended by Cheri, Ann, and me.
- I attended a Branch Managers Meeting at the Athens Library. *COMO conference*
- All staff had Talking Books training.
- Lorena and I interviewed candidates for the 14/hrs/wk Assistant position. Ann Ashworth was hired.

Friends of the Library

- Funded Children's end of the summer party. County and City officials were also invited.
- Donation made to help with food for SDD.

Facilities

- Our outside sign still has the old Phama-Tec logo; the Plant Manager, Eric McAllister, has been asking about taking it down to add the new logo.
- The Red Shield Roofing System came and worked on the roof leaks, but we are still having problems in the men's restroom. Ceiling has water spots.
- There is a faucet on the outside of the building, City Hall side, which has been leaking for months now. The ground stays wet.

Minutes

Revised September 7, 2015

Franklin County Library Board of Trustees Meeting

July 13, 2015

Royston Library

Trustees present: Rita Shoemaker, Cindy Bryant, Darby Cannon, Debbie Flowers (via phone), and Cheryl Slater

Library Staff present: Rosie Chitwood, Emma LeCroy, and Lorena Gay-Griffin

Rita called the meeting to order at 10:58.

The minutes of the April meeting were unanimously approved (motion by Darby, second by Cheryl).

The agenda was modified to change the order of items discussed, and the change was unanimously approved (motion by Cheryl, second by Darby).

Because some questions regarding the FY16 budget were not resolved at time of the board meeting, the trustees voted unanimously to vote on the budget later in the week via e-mail vote (motion by Cheryl, second by Darby).

Rita gave a report from the nominating committee. The following nominations were unanimously approved (motion by Cheryl, second by Darby): Senior Co-Chair, Rita Shoemaker; Junior Co-Chair, Darby Cannon; Vice Chair, vacant; and Secretary, Cheryl Slater.

Rita welcomed new board member Cindy Bryant representing the Board of Commissioners.

Emma gave the local report for Lavonia. She noted that the library ordered additional books on CD using a donation from the Woman's Club. Summer Reading Program participation appears to be a little slow this year.

Rosie gave the local report for Royston. Summer Reading Program circulation has been somewhat slow this year. Roof leaks in the men's room and other locations have not been resolved. The Royston Friends will invite county and city officials to the end of summer party. Librarians will participate in a PINES mini-conference 8/25-8/26, which will be a refresher course on PINES. One Legacy Link employee has begun working, and there is one slot open for another.

Lorena gave the regional director's report. She said that the GPLS gave a donation to state libraries, of which Franklin County received about \$2,600 for materials. She told trustees that the Region is starting a year-long advocacy campaign for our libraries. This will include radio promotions, billboards, Facebook information, a speaker's bureau to visit civic organizations, and other promotional opportunities. The purpose is to get the word out about our libraries and their services. She also noted that the Talking Book Center has been centralized and ARLS promotes it throughout a 22 county area.

Rita noted that the trustee position representing Canon is still vacant. The Phase II renovation in Lavonia Carnegie Library appears to be on hold at present. Royston still has some issues that have not been resolved, and no decision has yet been made on where to spend money remaining in its construction budget.

The next meeting is October 12, 2015 at the Lavonia Library.

Rita adjourned the meeting.

Carnegie Library Interior Renovation

Sep-15

Flooring

Bid

Actual

Shaw Laminate + Baths

Roberson Carpets & Flooring

\$11,421.17

Repairs and Rear Door Replacement

Ivester's Construction Services

\$1,600.00

Interior Painting

Keith Holland

\$6,500.00

Front & Rear Canvas Awnings

Anderson Awning & Canvas

\$1,536.00

Rear Door Handrail

Vendor Unknown

\$650.00

Lighting

CES

\$2,088.70

Leland Electric

\$2,900.00

\$4,988.70

Total Project Cost

\$26,695.87

Party { Debbie
+ Rita

Schools Out Wed, 12/11
Christmas Parade
1st Sunday
Dec 6
Tree Lighting Dec 11
Gazebo
Friday

Interior Paint Colors

Brass Plate on bottom of front doors

**Audiobooks
Lavonia-Carnegie**

	FY2012	FY2013	FY2014	FY2015	FY2016
July	30	34	45	38	39
August	32	24	34	29	47
Sept.	40	28	37	33	31
October	22	23	38	35	
November	22	22	30	37	
December	29	36	32	57	
January	40	45	46	62	
February	36	37	40	39	
March	30	30	49	41	
April	27	52	51	38	
May	24	0	58	32	
June	38	33	80	47	
TOTAL	370	364	540	488	117

**E-Books
Lavonia-Carnegie**

	FY2012	FY2013	FY2014	FY2015	FY2016
July	26	66	84	94	101
August	54	76	91	80	87
September	37	59	74	108	82
October	35	68	113	111	
November	35	75	97	84	
December	60	92	94	102	
January	45	86	68	120	
February	70	68	85	123	
March	64	59	105	117	
April	75	92	134	60	
May	73	108	51	79	
June	49	79	82	89	
TOTAL	623	928	1,078	1,167	270

**Audiobooks
Royston**

	FY2012	FY2013	FY2014	FY2015	FY2016
July	32	31	47	32	30
August	25	23	52	51	34
September	33	22	46	48	23
October	32	40	38	41	
November	20	22	40	65	
December	42	27	53	53	
January	46	14	30	45	
February	27	18	37	51	
March	31	12	21	50	
April	24	44	34	52	
May	29	42	36	30	
June	39	37	23	34	
TOTAL	380	332	457	552	87

**E-Books
Royston**

	FY2012	FY2013	FY2014	FY2015	FY2016
July	25	58	70	99	98
August	24	69	90	89	76
September	29	61	73	104	106
October	37	56	93	89	
November	51	59	92	98	
December	61	84	73	88	
January	35	88	85	72	
February	58	58	91	87	
March	64	31	90	70	
April	48	54	60	88	
May	53	118	106	79	
June	56	57	75	82	
TOTAL	541	793	998	1,045	280

Franklin County Libraries FY2016

Circulation

Lavonia-Carnegie		FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
July		2,688	2,513	2,772	2,642	2,424	2,207
August		1,899	1,934	1,893	1,838	1,858	1,642
Sept.		1,611	1,638	1,749	1,704	2,005	1,611
October		1,563	1,773	1,837	1,673	1,974	
November		1,603	1,680	1,628	1,605	1,788	
December		1,088	1,323	1,325	1,284	1,915	
January		1,465	1,324	1,754	1,525	1,644	
February		1,402	1,453	1,773	1,689	1,613	
March		1,638	1,686	1,621	1,794	1,814	
April		1,459	1,609	1,659	1,848	1,504	
May		2,564	2,171	2,050	2,119	1,846	
June		2,969	2,715	2,566	2,634	2,575	
TOTAL		21,949	21,819	22,627	22,355	22,960	5,460

Royston

FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
July	4,561	3,698	3,405	4,454	4,162
August	3,359	3,659	2,860	3,341	2,927
Sept.	3,598	2,880	2,500	3,638	2,958
October	3,198	3,006	2,966	3,136	
November	3,188	3,003	2,480	2,442	
December	2,332	2,641	1,801	2,556	
January	2,678	2,833	2,231	2,921	
February	2,736	2,769	2,108	3,046	
March	3,028	3,248	2,278	3,616	
April	2,818	2,859	2,296	3,149	
May	3,705	3,390	2,964	3,520	
June	5,010	4,866	3,695	4,148	
TOTAL	40,211	38,852	37,058	40,018	10,047

No Bookmobile/Outreach

Library Cards Added Lavonia-Carnegie

FY2012	FY2013	FY2014	FY2015	FY2016
July	21	18	24	29
August	17	22	29	16
Sept.	16	11	21	12
October	15	13	17	13
November	11	11	8	10
December	6	3	10	12
January	17	26	13	12
February	16	13	18	10
March	12	19	10	5
April	15	15	8	14
May	28	23	20	21
June	22	26	31	29
TOTAL	196	200	209	183

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Royston

FY2012	FY2013	FY2014	FY2015	FY2016
July	32	32	23	34
August	30	20	30	16
Sept.	23	16	19	16
October	16	21	17	16
November	27	24	25	20
December	10	19	37	7
January	19	19	22	12
February	11	13	37	11
March	20	12	23	13
April	18	24	25	21
May	36	38	52	18
June	32	31	37	32
TOTAL	274	269	347	216

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Computer Use

Lavonia-Carnegie

	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
July	1,438	1,341	1,243	1,546	1,155	978
August	1,628	1,625	1,904	1,162	1,238	1,011
Sept.	1,300	1,353	1,387	1,088	1,312	970
October	1,336	1,457	1,460	1,032	1,274	
November	1,399	1,453	1,102	1,098	1,006	
December	1,163	1,014	855	814	907	
January	1,142	1,074	1,162	823	1,135	
February	1,274	1,118	1,165	1,098	822	
March	1,364	1,117	1,179	860	857	
April	1,361	1,157	1,055	829	795	
May	1,368	1,190	1,031	893	679	
June	1,521	1,377	1,329	1,110	970	
TOTAL	16,294	15,276	14,872	12,353	12,150	2,959

Royston

	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
July	1,568	1,439	1,587	1,530	3,064	2,399
August	1,665	1,608	1,482	1,515	2,644	2,666
Sept.	1,445	1,423	1,240	1,310	2,602	2,277
October	1,619	1,332	1,528	1,298	2,507	
November	1,549	1,261	1,223	688	1,958	
December	1,277	1,104	1,166	2,073	1,793	
January	1,513	1,466	1,339	2,183	2,091	
February	1,482	1,175	1,191	2,420	2,118	
March	1,698	1,456	1,287	2,453	2,228	
April	1,490	1,275	1,463	2,327	2,251	
May	1,533	1,340	1,582	2,513	2,169	
June	1,457	1,371	1,356	2,756	2,163	
TOTAL	18,296	16,250	16,444	23,066	27,588	7,342

Attendance

Lavonia-Carnegie

	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
July	4,402	2,825	2,591	2,483	2,163	1,924
August	4,388	3,555	2,447	1,797	1,945	1,590
Sept.	3,697	2,963	2,359	1,734	1,874	1,530
October	3,454	3,390	2,518	1,791	1,870	
November	3,349	3,115	1,909	1,817	1,583	
December	2,522	2,170	1,399	1,396	1,478	
January	2,764	2,280	2,111	1,473	1,691	
February	3,303	2,710	1,877	1,817	1,408	
March	3,621	1,974	1,933	1,475	1,529	
April	3,599	2,082	1,776	1,536	1,583	
May	3,161	2,234	1,906	1,945	1,440	
June	3,920	2,940	2,330	2,341	2,342	
TOTAL	42,180	32,238	25,156	21,605	20,906	5,044

Royston

	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
July	5,226	4,010	4,247	2,970	4,835	3,907
August	5,498	3,953	3,631	2,562	3,948	4,198
September	5,115	3,319	2,734	2,422	4,186	3,473
October	5,597	3,172	3,276	2,562	3,965	
November	4,299	2,763	3,562	2,393	3,017	
December	3,202	2,341	2,315	3,478	3,015	
January	3,451	3,027	2,787	3,792	3,216	
February	3,153	2,633	2,592	3,878	3,409	
March	3,448	3,090	2,787	3,875	3,588	
April	3,510	2,935	2,889	4,097	3,253	
May	3,842	3,193	2,888	4,313	3,476	
June	3,929	3,699	3,449	5,119	3,711	
TOTAL	50,270	38,135	37,157	41,461	43,619	11,578

Gifts Lavonia:

Beginning FY16 Balance	2,074.09
Lavonia Gifts FY16	165.00
Lavonia Gift Expenditures FY16	<u>(596.44)</u>
Current Balance in Gift Account	<u>1,642.65</u>

Gifts Royston:

Beginning FY16 Balance	4,348.11
Royston Gifts FY16	-
Royston Gift Expenditures FY16	<u>(606.83)</u>
Current Balance in Gift Account	<u>3,741.28</u>

Fund Equity (Reserve):

Balance at 7/01/15	23,581.52
Less: Reserve for vacation pay	(6,948.75)
Reserved for One Months Operating	<u>(8,454.16)</u>
	<u>8,178.61</u>

ROYSTON CONSTRUCTION FUNDS FY2015/FY2016**REVENUES**

Georgia State Financing Commission	1,270,664.00
Private funds	400,000.00
Interest Private funds	11,161.01
Local Government Funds	<u>68,225.00</u>
TOTAL REVENUES	<u>1,750,050.01</u>

EXPENDITURES

PONDER AND PONDER ARCHITECTS	79,952.75
CONSTRUCTION SPRATLIN	1,514,417.17
Furniture and Fixtures	<u>131,422.87</u>
TOTAL EXPENDITURES	<u>1,725,792.79</u>

REVENUES OVER (UNDER) EXPENDITURES24,257.22

is this
actual number?

- New Sign
Brick work
(check on)

FY2016
Franklin County Libraries
July 1, 2015 - September 30, 2015

	Budget Amount	Amount Received	Balance	% of Budget Received
Revenue:				
Franklin County Board of Commissioners	32,500.00	8,125.02	24,374.98	25.00%
Franklin County Board of Education	18,225.00	-	18,225.00	0.00% BILLED 09/15
City of Lavonia	10,000.00	-	10,000.00	0.00% BILLED 09/15
City of Royston	18,000.00	4,500.00	13,500.00	25.00%
City of Carnesville	2,000.00	-	2,000.00	0.00% BILLED 09/15
City of Franklin Springs	500.00	-	500.00	0.00% BILLED 09/15
City of Canon	600.00	-	600.00	0.00% BILLED 09/15
Transfer from Reserve	8,225.00	8,134.40	90.60	98.90%
Royston fines, fees and copy money	7,400.00	2,998.12	4,401.88	40.52%
Lavonia fines, fees and copy money	4,000.00	1,536.56	2,463.44	38.41%
TOTAL REVENUES	101,450.00	25,294.10	76,155.90	24.93%

	Budget Amount	Amount Expended	Balance	% of Budget Expended
Expenditures:				
Regional Share	15,000.00	3,750.00	11,250.00	25.00%
Wages/Benefits	81,950.00	20,710.55	61,239.45	25.27%
Telephone	1,500.00	368.43	1,131.57	24.56%
Postage	500.00	50.00	450.00	10.00%
Supplies	2,000.00	382.81	1,617.19	19.14%
Computer Maintenance & Software	500.00	32.31	467.69	6.46%
TOTAL EXPENDITURES	101,450.00	25,294.10	76,155.90	24.93%

Revenue over (under) expenditures - -

Request for Reconsideration of Library Resource or Service

Submit completed form to library staff in any branch or mail to:

Library Director, Athens Regional Library System, 2025 Baxter Street, Athens, GA 30606

Your Name: Ted Williams Date: 10/15/15Address: 329 Riverbend Dr.City: Royston State: GA ZIP: 30662Phone: 706-988-6876 email: _____Library / Branch Royston

Type of resource or service on which you are commenting:

- ☒ book _____ audio recording _____ magazine or newspaper
☐ video or DVD _____ program _____ display
☐ electronic material or information (specify URL: _____)
☐ other (specify): _____

Title (if applicable): HEAVY METAL and youAuthor/Producer (if applicable): CHRISTOPHER KROVATIN

Please answer the following questions about the resource you are requesting to be reconsidered.

1. What brought this resource or service to your attention?
NOTICED THE TITLE, CAUGHT MY ATTENTION. BOOK WAS LOCATED IN YOUNG ADULT SECTION, TOP SHELF.
2. Have you read, viewed, and/or attended the entire resource or program?
NO, THUMBED THRU BOOK WAS SHOCKED AT PROFANITY.

3. What concerns you about the resource or service? (Please list specific pages or sections if applicable. Use other side or additional pages if necessary.)

Look, I'm no grade nor am I put off by "HEAVY METAL" music, BUT I FEEL THIS BOOK OF GARBAGE HAS SUNK INTO YOUR SYSTEM AND

4. What action are you requesting that the library take in regard to this resource or service?

Should be reviewed and NOT put in the "Young Adult" section. This is NOT A WAY TO ENLIGHTEN YOUNG ADULTS. THANK YOU.

Signature Ted Williams

The Athens Regional Library System appreciates your interest in the library's resources, programs and services. You will receive written notification of the decision concerning your request.

- staff use only - (initial & date)

Form rec'd

To: Franklin County Library Board of Trustees book review committee

From: Donna Brumby, ARLS Assistant Director for Library Collections and Grants

Subject: Patron request for reconsideration of *Heavy Metal and You*, by Christopher Krovatin

Date: November 2, 2015

Concerning the October 15, 2015 patron request to reconsider *Heavy Metal and You*, by Christopher Krovatin, it is the recommendation of the ARLS Collection Management Team that the title be retained as currently classified in the Young Adult Fiction section of the library's collection.

From the Athens Regional Library System's Resource Collections Management Policy (approved by the Board of Trustees October 16, 2014):

"Resources and materials selected for addition to the Athens Regional Libraries' collection will support the mission and vision determined by the local Library Boards of Trustees and the ARLS Board. The library system upholds the right of the individual to secure information even though the content of that information may be controversial, unorthodox, or unacceptable to others."

"The following general criteria are used in selecting resources for the collection. Not every title needs to meet all criteria, but should meet one or more of the criteria. The number and weight of applicable criteria may vary in specific selection decisions. Purchase suggestions from library users and library staff are reviewed and purchased according to the same selection criteria.

1. Current and anticipated needs and interests of library users
2. Current appeal and popular demand
3. Affordability
4. Contemporary significance and sustained popularity
5. Importance and value to the community
6. Authority, currency, accuracy, literary merit, and artistic quality
7. Suitability of subject, style, and format for the intended audience
8. Reputation or significance of the author, illustrator, editor, publisher, producer, or performer
9. Impartiality of opinion or clearly stated bias
10. Availability of similar resources elsewhere in local community
11. Attention of the media and evaluation by critics and reviewers
12. Receipt of or nominations for major awards or prizes
13. Contribution to the diversity and scope of the collection"

"The library offers a wide range of materials representing varying points of view. The library collection is not limited to ideas and information one person or group believes to be acceptable. Library materials may contain a certain amount of coarseness or frankness. Materials selected for children and young adults may include representations of the human experience which reflect a realistic or a fantastical point of view."

The novel, published in 2005, was selected according to the approved collection development policy. The title received favorable reviews from standard, professional library and literary review journals (see attached). The School Library Journal review cited the book's "rapid progression, as well as the realistic situations and language," which would make "the book a good choice for reluctant readers." Booklist gave the novel a starred review, calling it "an authentic portrayal of an obsession with music." The title was included in an American Library Association Best Books for Young Adults list after its publication. The book was recommended for readers in grades 10 and up, ages 15 to 18. In ARLS collections, materials for this age group are classified and cataloged in the Young Adult section.

Sixteen copies of the title are currently cataloged and circulated by PINES libraries across the state. The Royston copy, the only one currently owned by an ARLS library, has circulated twice since being added to the collection.

The language and situations included in the novel accurately reflect the reality and lifestyle of some older teens. The language is not shown as being abusive in its nature, but as commonly accepted dialogue between sets of high school friends and heavy metal music enthusiasts. The story examines developing relationships and the dilemma of balancing growth and change versus remaining true to one's own self and ideals.

In conclusion, it is the recommendation of the Collection Management Team that the title be retained as currently classified in the collection.

Heavy Metal and You

Christopher Krovatin

REVIEWS

From *School Library Journal*

Grade 11 Up—Sam wears spiked bracelets, gets wasted with his friends, and has almost encyclopedic knowledge about heavy-metal music. But he's also incredibly intelligent and as knowledgeable about classic literature as he is about the music he loves. Sam attends an expensive all-boys prep school in New York City, and he and his buddies often cut classes to smoke or get an early start on the weekend. But all good things must end, and they do with a sudden crash when Sam begins to date Melissa, a straightedge who doesn't drink or do drugs and doesn't like the fact that he does. Sam tries to modify his behavior for the girl who is more important to him than he ever thought possible, but pleasing Melissa means completely changing who he is. This romance is chock-full of music references, slang, and general metalhead band knowledge such as album release dates, etc. The language is raw and full of sexual talk and innuendo, especially among Sam and his friends. The main characters are well developed and mostly believable, if a bit more emotional than expected on Sam's part. The plot moves quickly and jumps from past to present, with Sam interspersing his current situation with relevant scenes from his past. This rapid progression, as well as the realistic situations and language, keep teens' attention, making the book a good choice for reluctant readers.—*Heather E. Miller, Homewood Public Library, AL*

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From *Booklist* (8/2005)

Starred Review Gr. 10-12. It was Slayer that first turned Sam Markus into a Metal Head. "Slayer was like Rob Zombie, only without the camp value and with better musicianship. They scared the hell out of me at first, and I loved it. Pure fucking evil." Sam and his buddies hang out drinking, smoking, and exchanging vulgar insults when not attending their NYC prep school. But after Sam starts to date Melissa, things change. He makes her a disc of tunes to draw her into his world (the songs are listed so readers can re-create the mix), and goes "straightedge" for her, giving up his favorite vices. Ultimately, though, he realizes that he's becoming one of the phonies that his idol Holden Caulfield detests. Infusing the story with music, humor, and anger, Krovatin records a perfect take on relationships and how they change. From the terrific cover and portrait of selfish love to the clever CD player icons indicating narrative switches (PLAY, PAUSE, SKIP AHEAD, BACK, and on the final page, STOP), this is an authentic portrayal of an obsession with music. Teens don't have to like heavy metal to appreciate this novel, which is guaranteed to attract readers looking for a book to reach their death-metal souls. *Cindy Dobrez*
Copyright © American Library Association. All rights reserved --This text refers to an out of print or unavailable edition of this title.

From *KLIATT Review*, July 2005 (Vol. 39, No. 4), Claire Rosser

The author is a 20-year-old student at Wesleyan University who grew up in Manhattan, where this edgy story takes place. The summer before his freshman year, he was a Scholastic Push Writing Intern; presumably this debut novel is the result of that experience. The narrator is Sam Markus, also known as Conan (the Barbarian) to his friends. His passion in life is heavy metal music, about which he has encyclopedic knowledge. Sam is also a good student who loves Holden Caulfield and understands Baudelaire's poetry; he goes to a prestigious all-male prep school in NYC. He likes to get drunk, smoke pot and go to horrible horror movies with his friends. In fact, he sees his beloved music as another form of a horror movie. When the guys get together, they happily insult one another and make crude jokes. Enter Melissa. She is

Heavy Metal and You

Christopher Krovatin

straightedge (no alcohol or drugs) and has no understanding of heavy metal music, but she is willing to listen and even to attend a raucous concert, which she hates. Their relationship lasts some months, and they both feel they are in love, yet each has reservations about the other's friends and interests. When Sam finally meets Melissa's friends he finds they are all that he despises in preppy snobbery and artifice, and this brings to a head the couple's dilemma. The talk between Sam and his buddies is appropriately crude and raunchy, with frequent obscenities--puerile, but they understand one another and accept one another. Sam explains to Melissa why he is so attached to heavy metal. It seems to be a way to channel his anger, most of which arose from his childhood when he was bullied at school and couldn't fight back. (The music dissipates his anger, not fuels it.) Sam's story of his first real love will resonate with many YA readers, most of whom have experienced something like this relationship--the chemistry is powerful, but the connections that bind them together are weak. Category: Hardcover Fiction. KLIATT Codes: S--Recommended for senior high school students. 2005, Scholastic, Push, 186p., \$16.95. Ages 15 to 18.

From *School Library Journal* 10/1/05 (partial review)

KROVATIN, Christopher. *Heavy Metal and You*. 186p. Scholastic/Push. 2005. Tr \$16.95. ISBN 0-439-73648-X. LC number unavailable.

Gr 11 Up--Sam wears spiked bracelets, gets wasted with his friends, and has almost encyclopedic knowledge about heavy-metal music. But he's also incredibly intelligent and as knowledgeable about classic literature as he is about the music he loves. Sam attends an expensive all-boys prep school in New York City.

--This text refers to an out of print or unavailable edition of this title.

About the Author

Chris Krovatin, editor of *The Best Ghost Stories Ever*, authored *Heavy Metal and You*, an ALA Best Book for Young Adults. *Heavy Metal and You* was Chris' first novel. He was a junior at Wesleyan University, Middletown, Connecticut, when he finished writing this book. He also served as an intern for noted young adult author David Levithan.

TO: Ms. Rita Schoemaker, President
The Franklin County Library Board of Trustees
FROM: Valerie Bell, Director - Athens Regional Library System
COPY: Lorena Gay-Griffin, Assistant Director – Regional Services
DATE: December 23, 2015
SUBJ: PROPOSAL -- Franklin County Libraries staffing allocation

The retirement of Emma LeCroy presents an opportunity to reevaluate the staffing conditions for Franklin County. I have spoken extensively to Lorena Gay-Griffin, ARLS Assistant Director of Regional Services, regarding the staffing needs of the county. What follows in this memo are four options for the Franklin County Library Board's consideration.

There were four [staffing related] issues that were taken into consideration when developing options for your review.

1. The salary of the staff.
 - a. Current salary is \$7.25 per hour.
 - b. This rate is below the recommended ARLS hourly salary of \$8.00 per hour.
 - c. This salary is below the hourly rate for libraries in surrounding counties.
 - d. This low hourly salary impacts the pool of candidates who will apply for staff positions and may curtail their length of service with Franklin County libraries.
2. The number of people on staff.
 - a. Both the Lavonia-Carnegie and the Royston Branches are open 40 hours per week.
 - b. For safety and adequate public service reasons, at least two staff should be on duty for all open hours.
 - c. A minimum of 80 staff hours per week for each location is required.
3. Budgeting for employer paid benefits TRS and GHI.
 - a. Royston Branch Manager Rosie Chitwood, has currently opted out of GHI (Georgia Health Benefits).
 - b. The employer paid GHI portion (\$10,116) has been absorbed in the current salary structure.
 - c. Rosie has suggested that her situation may change in the future and she may have to opt in to the State Health Benefits program (GHI).
 - d. The employer share of GHI needs to be set aside in the budget to allow for this possible eventuality. (\$10,116)
4. Not a staffing consideration, but an important consideration none the less, is generating funds to replenish the reserve account.

I believe that the options listed and explained below address all of the concerns to some extent. I am confident that the Board will find an option below that will meet the needs of the residents and staff of Franklin County. I am therefore requesting that the Board review the options outlined in this memo and let me know which option you would like ARLS to implement on your behalf.

Of course, if you have any questions or would like clarification on any of the considerations, please don't hesitate to contact me directly.

Option 1

No change. Everything would remain the same. I believe that we could hire someone to work the same schedule and salary that Emma is currently receiving. However, this option does not address any of the issues stated above. If Ms. Chitwood were to opt in to the state health benefits, there would be a large financial impact on the Library's reserve account. I do not recommend this option. It is however, viable if you so choose.

Option 2

For this option and all remaining options, Rosie Chitwood would go from 32 hours per week to 40 hours per week. She would additionally receive a 2% salary increase. For this consideration, Ms. Chitwood would take over the Branch Manager duties at both the Lavonia-Carnegie and the Royston Branches. She would spend the equivalent of two days at Lavonia and three days at Royston.

	HPW	Salary	Current			HPW	Weekly	Annual	2% Raise	Proposed			
			Weekly	Annual	All Benefits					sub-total	GHI	TRS	Other
Rosie Chitwood	32	\$ 10.90	\$ 348.80	\$ 18,137.60	\$ 20,894.40	\$ 40.00	\$ 436.00	\$ 22,672.00	\$ 453.44	\$ 23,125.44	\$ 10,116.00	\$ 3,297.69	\$ 1,769.10

With this option we would keep the current staff at the same hours with a raise of 7% to \$7.75 per hour.

		Current						Proposed			
		HPW	Salary	Weekly	Annual	Benefits .0765	Total	7% Increase	Weekly	Annual	Benefits .0765
Jordan Ford	12	\$ 7.25	\$ 87.00	\$ 4,524.00	\$ 346.09	\$ 4,870.09	\$ 7.75	\$ 93.00	\$ 4,836.00	\$ 369.95	\$ 5,205.95
Ellen Sumney	16	\$ 7.25	\$ 116.00	\$ 6,032.00	\$ 461.45	\$ 6,493.45	\$ 7.75	\$ 124.00	\$ 6,448.00	\$ 493.27	\$ 6,941.27
					\$ -	\$ -					
Ann Ashworth (Teen)	14	\$ 7.25	\$ 101.50	\$ 5,278.00	\$ 403.77	\$ 5,681.77	\$ 7.75	\$ 108.50	\$ 5,642.00	\$ 431.61	\$ 6,073.61
Computer (Vacant)	12	\$ 7.25	\$ 87.00	\$ 4,524.00	\$ 346.09	\$ 4,870.09	\$ 7.75	\$ 93.00	\$ 4,836.00	\$ 369.95	\$ 5,205.95
Cheryl Hall (Children's)	16	\$ 7.25	\$ 116.00	\$ 6,032.00	\$ 461.45	\$ 6,493.45	\$ 7.75	\$ 124.00	\$ 6,448.00	\$ 493.27	\$ 6,941.27
					\$ -	\$ -					
Subs (Annual)	200	\$ 7.60		\$ 1,520.00	\$ 116.28	\$ 1,636.28	\$ 7.75	\$ 1,550.00	\$ 1,550.00	\$ 118.58	\$ 1,668.58
				\$ 27,910.00	\$ 2,135.12	\$ 30,045.12			\$ 29,760.00	\$ 2,276.64	\$ 32,036.64

Additionally, for option 2 and all remaining options, we would divide Emma LeCroy's salary among three new staff. For option 2 those 3 new staff would receive an hourly salary of \$7.50.

New Staff	HPW	Salary	Weekly	Annual	Benefits	Total
LA 1	12	\$ 7.50	\$ 90.00	\$ 4,680.00	\$ 358.02	\$ 5,038.02
LA 2	12	\$ 7.50	\$ 90.00	\$ 4,680.00	\$ 358.02	\$ 5,038.02
LA 3 (Plus substitute option)	8	\$ 7.50	\$ 60.00	\$ 3,120.00	\$ 238.68	\$ 3,358.68
						\$ 13,434.72

Option 2 – Summary:

Since Rosie Chitwood has opted out of the State Health Benefits for FY2016 (\$10,116 employer share), option 2 uses a portion of that budgeted amount for new staff and holds the other (greater) portion in the Franklin County Library reserve account.

	ANNUAL	2016	GHI Savings
	SALARY &	Personnel	for Reserve
Option Two	BENEFITS	Budget	\$10,116
Current Staff at \$7.75 per hour	\$ 32,036.64		
New Staff at \$7.50 per hour	\$ 13,434.72		
Branch Manager	\$ 38,308.23		
	\$ 83,779.59	\$ 81,950.00	\$ 8,286.41

Option 3

This option is very much like option 2. The exception is that it offers the current staff an hourly salary of \$8.00 per hour. This is in line with the recommended ARLS salary for entry level PT workers and equal to the entry level, hourly salary of surrounding counties.

Proposed						
	HPW	9.75% increas	Weekly	Annual	Benefits .0765	Total
Jordan Ford	12	\$ 8.00	\$ 96.00	\$ 4,992.00	\$ 381.89	\$ 5,373.89
Ellen Sumney	16	\$ 8.00	\$ 128.00	\$ 6,656.00	\$ 509.18	\$ 7,165.18
Ann Ashworth (Teen)	14	\$ 8.00	\$ 112.00	\$ 5,824.00	\$ 445.54	\$ 6,269.54
Computer (Vacant)	12	\$ 8.00	\$ 96.00	\$ 4,992.00	\$ 381.89	\$ 5,373.89
Cheryl Hall (Children's)	16	\$ 8.00	\$ 128.00	\$ 6,656.00	\$ 509.18	\$ 7,165.18
Subs (Annual)	200	\$ 8.00	\$ 1,600.00	\$ 1,600.00	\$ 122.40	\$ 1,722.40
				\$ 30,720.00	\$ 2,350.08	\$ 33,070.08

New, entry level employees would still only receive \$7.50 per hour.

Option 3 rewards the existing & loyal staff with a pay increase commensurate with the expected workload. Also, it still allows the Board to hold in reserve some of the employer share of GHI for Rosie Chitwood at least during fiscal year 2016.

Option 3 - Summary

	ANNUAL SALARY & BENEFITS	2016 Personnel Budget	GHI Savings for Reserve \$10,116
Option Three			
Current Staff at \$8.00 per hour	\$ 33,070.08		
New Staff at \$7.50 per hour	\$ 13,434.72		
Branch Manager	\$ 38,308.23		
	\$ 84,813.03	\$ 81,950.00	\$ 7,252.97

Option 4:

I believe this to be the best, fairest option for all concerned, and it is my recommendation.

- In this option, Rosie Chitwood would receive a 2% raise and would work 40 hours per week splitting her time as branch manager between the two locations.
- The existing staff would receive the hourly increase to \$8.00 per hour.
- The new entry level staff would have a starting salary of \$7.75 per hour. This is much closer to the starting salary of surrounding counties and the recommended ARLS starting salary for PT workers. The expected benefit of this option is a more qualified pool of candidates for new positions and a staff more likely to remain working for the library for a longer period of time.
- This option has the least amount held in reserve. However, I feel the overall benefit to the organization is well worth the \$447 difference in savings for the reserve account.

Existing Staff

	Proposed					
	HPW	9.75% increase	Weekly	Annual	Benefits .0765	Total
Jordan Ford	12	\$ 8.00	\$ 96.00	\$ 4,992.00	\$ 381.89	\$ 5,373.89
Ellen Sumney	16	\$ 8.00	\$ 128.00	\$ 6,656.00	\$ 509.18	\$ 7,165.18
Ann Ashworth (Teen)	14	\$ 8.00	\$ 112.00	\$ 5,824.00	\$ 445.54	\$ 6,269.54
Computer (Vacant)	12	\$ 8.00	\$ 96.00	\$ 4,992.00	\$ 381.89	\$ 5,373.89
Cheryl Hall (Children's)	16	\$ 8.00	\$ 128.00	\$ 6,656.00	\$ 509.18	\$ 7,165.18
Subs (Annual)	200	\$ 8.00	\$ 1,600.00	\$ 1,600.00	\$ 122.40	\$ 1,722.40
				\$ 30,720.00	\$ 2,350.08	\$ 33,070.08

New Staff

New Staff	HPW	Salary	Weekly	Annual	Benefits	Total
LA 1	12	\$ 7.75	\$ 93.00	\$ 4,836.00	\$ 369.95	\$ 5,205.95
LA 2	12	\$ 7.75	\$ 93.00	\$ 4,836.00	\$ 369.95	\$ 5,205.95
LA 3 (Plus substitute option)	8	\$ 7.75	\$ 62.00	\$ 3,224.00	\$ 246.64	\$ 3,470.64
						\$ 13,882.54

Branch Manager (One serving both County Branches)

	Current					Proposed									
	HPW	Salary	Weekly	Annual	All Benefits	HPW	Weekly	Annual	2% Raise	Sub-total	GHI	TMS	Other	Total	
Branch Manager	8	\$ 20,500	\$ 3,916.67	\$ 15,666.67	\$ 2,088.89	8	\$ 40.00	\$ 436.00	\$ 22,672.00	\$ 453.84	\$ 23,125.84	\$ 10,116.00	\$ 3,297.69	\$ 1,769.10	\$ 38,308.23

Option 4 -- Summary

	ANNUAL	2016	GHI Savings
	SALARY & BENEFITS	Personnel Budget	for Reserve
Option Four			\$10,116
Current Staff at \$8.00 per hour	\$ 33,070.08		
New Staff at \$7.75 per hour	\$ 13,882.54		
Branch Manager	\$ 38,308.23		
	\$ 85,260.85	\$ 81,950.00	\$ 6,805.15

Again, Option 4 is my recommended option for Franklin County staffing in 2016.

It must be noted that for fiscal year 2017, regardless of which option you choose, we will need to request additional funds from the Lavonia Board of Commissioners for staffing. Even with the new schedule and staff, Lavonia will be open 17 hours a week with only one person in the facility. Royston will be operating 3.5 hours per week with only one staff member in the building. So at a minimum, we will need to ask for salary to cover those hours.

Thank you for your time reviewing this document and these four options. I hope you have found it helpful. Please let me know if there is some other way that I can assist you in making this staffing decision.